

**“Celebrating the Past, Shaping the Future ”**  
**Montana Arbitration & Labor Relations Conference**  
**October 1 - 3, 2024**  
**Copper King Inn, Butte Montana**

**Tuesday, October 1, 2024**

**1:00 pm - 4:45 pm**

- 11:00 - 12:00 Montana Arbitrators Association Board Meeting
- 12:00 - 1:00 Registration
- 1:00 - 1:15 “Welcome & Opening” - Chief Executive Butte Silver Bow, J.P. Gallagher
- 1:15 - 1:30 Commissioner of Labor and Industry - Sarah Swanson
- 1:30 - 2:30 “External Law and it’s Implications” - Jeff Jacobs
- 2:30 - 3:30 “How Procedural Deficiencies Can Affect Arbitrator Awards” - Yuval Miller
- 3:30 - 3:45 Break
- 3:45 - 4:45 “Do’s and Don’ts of Presenting in Arbitration” - Kathy Fragnoli and Audrey Eide

*\*Dinner will be on your own.*

**Wednesday, October 2, 2024**

**8:00 am - 5:00 pm**

- 8:00 - 9:00 “Stress Management and Burnout” - Jason Slead
- 9:00 - 10:00 “Contract Interpretation” - Jeff Jacobs
- 10:00 - 10:15 Break
- 10:15 - 11:15 “Past Practice” - Howell Lankford
- 11:15 -12:15 “Just Cause” - David Gaba and Shianne Scott
- 12:15 - 1:00 Lunch (Sponsored by MAA)
- 1:00 - 2:00 “Is this CBA Clause Just Boilerplate, or Can We Use It?” - Dave Gaba and Yuval Miller
- 2:00 - 3:00 “Expedited, Consolidated Claims and Mediation-Arbitration” - Emily Hall and Brian Clauss
- 3:00 - 3:10 Break
- 3:10 - 4:10 “Ask the Experts” - Elizabeth A. Kaleva and Matt B. Thiel
- 4:10 - 5:15 “Red Light, Green Light” - Kathy Fragnoli, Audrey Eide, and Howell Lankford

*\*Social Hour\**

**Thursday, October 3, 2024**

**8:15 am - 12:15 pm**

- 8:15 - 9:15 “Human Rights” - TBD
- 9:15 - 10:15 “Montana Marijuana Update” - Jean Faure and Nate McConnell
- 10:15 - 10:30 Break
- 10:30 - 11:30 “Law Update: Drug Testing” - Jonathan McDonald and Jeff Hindoiien
- 11:30 - 12:30 “NLRB UPDATES” - Adam Morrison and Michael Snyder
- 12:30 MAA Conference Adjourns

Representatives from FMCS and NLRB will be present and available to answer questions and discuss updates.